

HELP WANTED:

Highlights from the
Second Quarter, 2004
Louisiana Job Vacancy Survey

Monroe Regional Findings

Louisiana Department of Labor
Developed by the Research & Statistics Division
for the Office of Workforce Development



LOUISIANA WORKS™
DEPARTMENT OF LABOR

www.LAWORKS.net

WHERE are the vacancies?

Monroe Vacancies by Occupational Group

Occupational Group	Number of Vacancies	Employment in Occupation	Percent Requiring More than a High School Diploma	Percent Requiring at Least Some Work Experience	Median Hourly Wage Offered
Production	370	9,340	79.11%	86.39%	\$10.00
Transportation & Material Moving	304	8,710	34.83%	84.61%	\$8.88
Healthcare Practitioner & Technical	300	7,750	80.78%	54.55%	\$14.50
Personal Care & Service	298	3,110	4.52%	82.83%	\$5.45
Food Preparation & Serving Related	270	8,890	0.00%	99.48%	\$5.15
Installation, Maintenance & Repair	249	5,290	0.63%	100.00%	\$14.00
Sales & Related	242	10,990	0.00%	76.43%	\$10.00
Office & Administrative Support	184	20,650	21.19%	47.66%	\$7.06
Construction & Extraction	164	4,960	20.65%	100.00%	\$10.00
Building & Grounds Cleaning & Maintenance	157	3,920	0.00%	54.89%	\$10.00
Healthcare Support	138	4,250	45.87%	73.44%	\$6.00
Business & Financial Operations	118	2,870	0.00%	0.00%	\$6.00
Management	96	6,310	6.93%	100.00%	\$9.61
Life, Physical & Social Science	39	380	100.00%	100.00%	\$33.65
Protective Service	34	3,190	100.00%	100.00%	\$12.00
Education, Training & Library	32	8,880	14.86%	10.45%	\$6.97
Non-Classifiable Occupations	26	NA	23.96%	100.00%	\$7.50
Arts, Design, Entertainment, Sports & Media	5	700	100.00%	100.00%	\$10.00
Community & Social Services	5	1,640	100.00%	100.00%	\$13.00
Architecture & Engineering	3	1,270	100.00%	100.00%	\$24.04
Computer & Mathematical Science	0	640	NA	NA	NA
Farming, Fishing & Forestry	0	1,050	NA	NA	NA
Legal	0	630	NA	NA	NA
Total, All Occupational Groups	3,034	115,420	29.50%	77.16%	\$10.00

Job titles with many openings

Machinists (289 openings)
 Personal & Home Care Aides (256)
 Truck Drivers (Heavy & Tractor Trailer) (230)
 Bus & Truck Mechanics (199)
 Registered Nurses (159)
 Nursing Aides, Orderlies & Attendants (136)
 Purchasing Agents & Buyers of Farm Products (118)
 Licensed Practical & Vocational Nurses (115)
 Cement Masons & Concrete Finishers (101)
 Waiters & Waitresses (99)

Monroe Vacancies by Industry Group

Industry Group	Number of Vacancies	Industry Employment	Vacancy Rate	Median Hourly Wage Offered
Education & Health Services	796	33,077	2.41%	\$6.50
Other Services	593	3,183	18.63%	\$10.00
Leisure & Hospitality	426	9,112	4.68%	\$5.15
Trade, Transportation & Utilities	415	22,737	1.83%	\$6.25
Professional & Business Services	237	8,991	2.64%	\$8.50
Construction	235	5,977	3.93%	\$12.00
Financial Activities	206	6,809	3.03%	\$10.00
Manufacturing	126	12,849	0.98%	\$7.30
Information	0	2,107	NA	NA
Natural Resources & Mining	0	3,193	NA	NA
Total, All Industry Groups	3,034	108,034	2.81%	\$10.00

WHAT do these numbers mean?

Overall, there were 3,034 job vacancies in the Monroe Regional Labor Market Area (RLMA), for a vacancy rate of 2.81 percent -- meaning that for every 100 jobs, just under three were vacant at the time of the survey. Monroe area vacancies were not concentrated in any one single occupation; rather, large numbers of vacancies were reported in several different occupational groups.

Education and experience requirements varied widely across occupational groups. For example, in Production occupations, nearly 80 percent of openings required education beyond high school and more than 86 percent of openings required at least some work experience. By contrast, Office & Administrative Support occupations required little education and experience: less than half of these openings required any previous work experience, and less than one fourth required more than a high school diploma. Wages varied by occupation, as well. The median wage offered across all occupations was relatively high at \$10.00 per hour, but wages ranged from \$5.15 in Food Preparation & Serving Related vacancies to \$33.65 in Life, Physical & Social Science vacancies.

The table directly above shows Monroe RLMA vacancies by industry group. (See the sidebar on page 5 of this report for more on the differences between *industries* and *occupations*.) The largest share of vacancies in the area came from the Education & Health Services industry, which made up over one quarter of all reported vacancies. This group offered wages well below the overall median of \$10.00 per hour.

A SNAPSHOT

of Monroe job vacancies

Overall, Monroe RLMA employers were seeking experienced workers. Nearly 80 percent of all reported vacancies required at least some previous work experience. Thirty-one percent of vacancies required some experience in any field; another 22 percent required up to two years of experience in the same field, and 25 percent required over two years of experience in the same field.

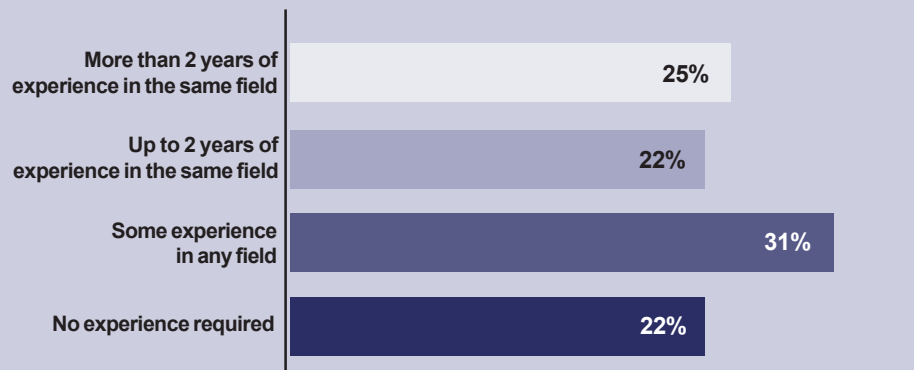
On the other hand, only five percent of Monroe area vacancies required a four-year college degree or higher. Four percent required a bachelor's degree, while just one percent required an advanced degree. The sidebar to the left provides more information on education levels in job vacancies.

About 43 percent of job vacancies in the Monroe RLMA offered wages of \$7.00 per hour or less. The largest share of vacancies (27 percent) offered wages of between \$7.01 and \$10.00 per hour. At the other end of the spectrum, approximately 11 percent of all vacancies offered wages of more than \$16.00 per hour.

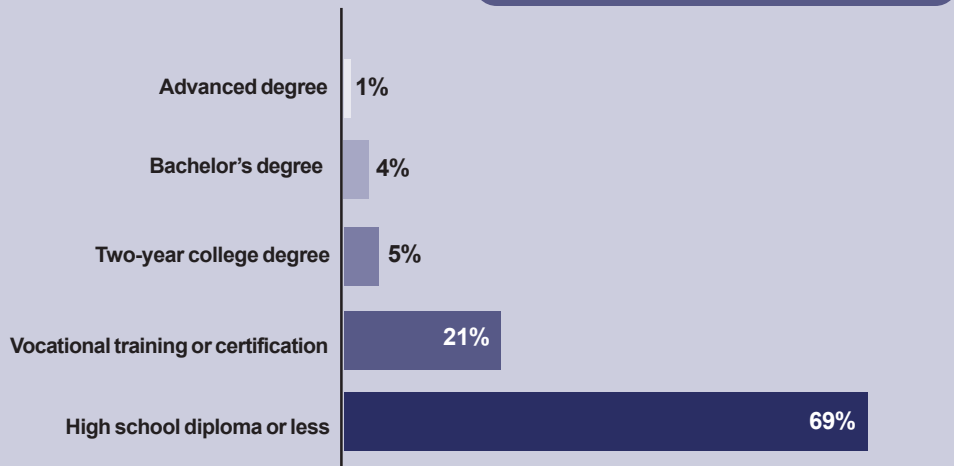
Why do most vacancies require a high school diploma or less?

The picture painted by these figures may look grim, but there is a good reason why most vacancies require little education. Simply put, occupations that require less education tend to have more turnover, all else equal. The latest estimate by the Bureau of Labor Statistics for median years of job tenure for professional and managerial workers was 4.8 in 2002. By contrast, sales workers, such as retail sales clerks, stayed a median 2.7 years and service workers, such as food service employees, stayed a median 2.4 years. Since retail sales clerks, food service workers, and other such jobs have high turnover, it stands to reason that these occupations, which require little formal education, will have many vacancies at any given point in time. To get a sense of the demand for workers over and above turnover levels, see the "hiring demand index" on page 7 of this report.

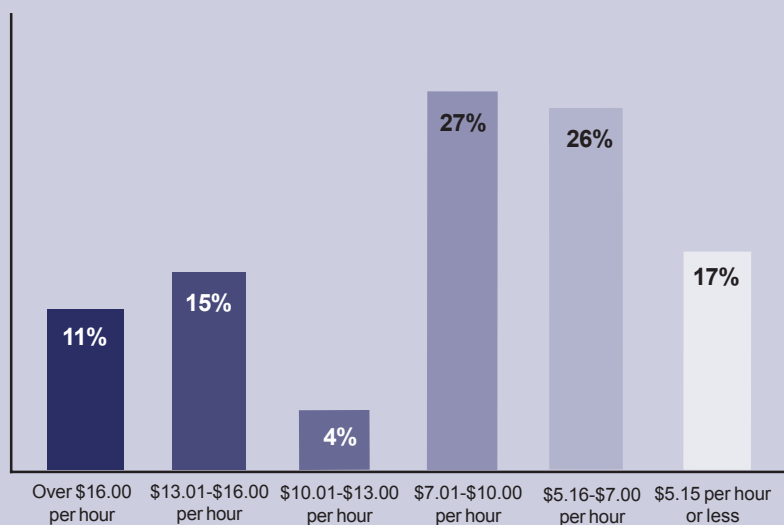
How much experience do Monroe job vacancies require?



How much education do Monroe job vacancies require?



How much do Monroe job vacancies pay?



What is the difference between an *industry* and an *occupation*?

An industry is a group of businesses, categorized according to the goods and services they provide. An occupation is a group of workers, categorized according to the skills they have and what they do on the job. For example, *health care* is an industry that includes many occupations -- doctors, nurses, administrators, and secretaries, to name a few. But *secretary* is an occupation that can be found in almost any industry. Each industry contains a variety of occupations, and many occupations -- such as janitors, computer support professionals, and database analysts -- can be found in every industry.

What did EMPLOYERS say?

Employers' Responses to the Open-Ended Question:

*"In trying to fill this position,
what is the greatest difficulty you have faced, if any?"**

Reported Difficulty	Number of Responses	Percent of Responses
<i>"We have been unable to find qualified applicants."</i>	17	13.7%
<i>"The applicants do not have the appropriate credentials." (Applicants meet all requirements other than the required certification certificates or licenses.)</i>	6	4.8%
<i>"Qualified applicants will not work for the compensation package we offer."</i>	11	8.9%
<i>"We have been unable to find applicants with the specific experience / training / skills / certification that we are seeking."</i>	10	8.1%
<i>"There is a shortage of people in this occupation."</i>	14	11.3%
<i>"[Some aspect of the job] is undesirable to applicants." (The position requires odd hours / the position is temporary / the position involves shift work)</i>	15	12.1%
<i>"The work ethic of people, once they are hired, is unacceptable." (People don't show up for work / if they do show up, they don't work / they fail drug tests)</i>	7	5.6%
<i>"Turnover - keeping people once they have been hired is the biggest problem."</i>	3	2.4%
<i>Some other difficulty mentioned</i>	5	4.0%
<i>No response</i>	36	29.0%
Total	124	99.9%

* Confidentiality concerns precluded publishing employers' verbatim responses. However, LDOL analysts reviewed all responses to the question above, grouped similar responses together, then re-worded the similar responses into one representative sentence or phrase, as shown above. Data shown in this table are unweighted. Percentages may not total to 100 percent due to rounding.

Major Occupational Group	Number of Vacancies	Vacancy Rate	Hiring Demand Index*	Median Number of Days Position was Vacant
Production	370	3.96%	High	0
Transportation & Material Moving	304	3.49%	Average	6
Healthcare Practitioner & Technical	300	3.87%	High	30
Personal Care & Service	298	9.58%	High	30
Food Preparation & Serving Related	270	3.04%	Low	30
Installation, Maintenance & Repair	249	4.71%	High	90
Sales & Related	242	2.20%	Low	7
Office & Administrative Support	184	0.89%	Low	7
Construction & Extraction	164	3.31%	Average	30
Building & Grounds Cleaning & Maintenance	157	4.01%	High	7
Healthcare Support	138	3.25%	Average	21
Business & Financial Operations	118	4.11%	High	10
Management	96	1.52%	Average	0
Life, Physical & Social Science	39	10.26%	High	45
Protective Service	34	1.07%	Low	42
Education, Training & Library	32	0.36%	Low	60
Non-Classifiable Occupations	26	NA	NA	60
Arts, Design, Entertainment, Sports & Media	5	0.71%	Low	120
Community & Social Services	5	0.30%	Low	30
Architecture & Engineering	3	0.24%	Low	60
Computer & Mathematical Science	0	0.00%	NA	NA
Farming, Fishing & Forestry	0	0.00%	NA	NA
Legal	0	0.00%	NA	NA
Total, All Occupations	3,034	2.63%		21

Taking all of the labor shortage indicators together (vacancy rates, hiring demand index, and the median number of days positions remained vacant), only Life, Physical & Social Science occupations appeared likely to be experiencing moderate to severe labor shortages. This occupational group had a vacancy rate of 10.26 percent, a *high* hiring demand index, and positions remained vacant a median of 45 days -- suggesting that employers may have had difficulty filling these positions. Other occupational groups with large numbers of vacancies (Production occupations, for example) may have had a great deal of movement in and out of jobs, but did not appear to be experiencing shortages.

*The Hiring Demand Index indicates whether demand for workers in an occupational group is more than what we would expect from turnover levels alone. A "high" score on the Hiring Demand Index means that, all else equal, a labor shortage is **likely**, because there are more openings than we would expect to see from normal turnover alone. A "low" score means that a labor shortage is **unlikely**, because there are **not** more openings than we would expect to see from turnover alone. See the back cover of this report for more details on this measure.

Are there
LABOR SHORTAGES
 in Monroe?

FOR MORE INFORMATION

Second Quarter 2004 Job Vacancy Survey Findings are available for the state of Louisiana as well as all eight regional labor market areas (RLMAs). To order copies, or for more information, please contact the Louisiana Department of Labor's Research and Statistics Unit at (225) 342-3141, or toll-free at (888) 302-7662. You may also download any Job Vacancy Survey product from our Web site: www.LAWORKS.net/qm_JVSoverview.asp.

TECHNICAL NOTES

for the Second Quarter 2004
Job Vacancy Survey

THE SAMPLE

The Job Vacancy Survey was based on a random sample of Louisiana business establishments covered by Louisiana's unemployment insurance tax laws. The sample was stratified by firm size, region (including all eight regional labor market areas in Louisiana) and industry. This sample excludes certain types of establishments: small businesses with self-employed owners and some non-profit and religious organizations which are not covered by UI tax laws. In addition, the sample is limited to **private employers only**. **The vacancies reported in this study do not include openings with any federal, state, or local government entities in Louisiana.** The total sample size was 9,544. The overall response rate for this survey was 39.1%.

JOB VACANCY RATES

Vacancy rates are computed as the number of vacancies in an occupation divided by the total employment in that occupation. A vacancy rate of five percent means that for every 100 jobs, five were vacant at the time of the survey.

HIRING DEMAND INDEX

The Hiring Demand Index presented in this report measures demand for labor over and above the normal demand due to turnover. This measure, first constructed by the Minnesota Department of Employment and Economic Development, is computed as follows:

$$(\text{Job Vacancy Rate in the Occupation} / \text{Job Vacancy Rate in all occupations})$$

divided by

$$(\text{Turnover rate in the occupation} / \text{Turnover rate in all occupations})$$

Job vacancy rates are calculated as discussed above, and national turnover rates were provided by the Minnesota Department of Employment and Economic Development. They were calculated using Current Population Survey (CPS) Job Tenure Supplement microdata.

The cost of publishing 1000 copies of this document was approximately \$325.00. This document was published by the Louisiana Department of Labor, Office of Occupational Information Services, Research and Statistics Division, and printed by Moran Printing, 5425 Florida Boulevard, Baton Rouge, Louisiana. Its purpose is to disseminate information pertaining to labor market developments and employment trends under the authority of Part 602.6, Title 20, Chapter V. of the Code of Federal Regulations. This material was printed in accordance with the standards for printing by state agencies established pursuant to R.S. 43:31.